

The directors and staff of G J Steele Ltd ('the Company') regard safety as an extremely important priority for the company. This applies to all employees, contractors and members of the public who may be affected by the activities of the company. Current health and safety legislation and relevant approved codes of practice should be always complied with. To achieve these aims, Steele will:

- Assess the competence of our employees and supply chain to execute the activities which they are expected to undertake.
- Provide information, instruction, training and supervision as necessary to enable the safe performance of work activities.
- Provide a safe working environment and safe systems of work through design, construction, operation and maintenance of all plant, equipment and facilities.
- Provide adequate facilities and arrangements for engaging with the workforce and consult and involve workers and their representatives about measures to improve safety and well-being.
- Enable employees and contractors to raise issues relative to health and safety. No punitive action will be taken against any one who raises a health and safety concern.
- Appoint competent persons to assist in meeting statutory duties where appropriate. This may include the appointment of specialists from outside the organisation.
- Provide appropriate welfare facilities for all employees.
- Identify hazards, assess risks and, where reasonably practicable, eliminate or reduce risk to an acceptable level.
- Provide an effective and continually improving health and safety management system that meets the requirements of BS ISO 45001.
- Provide an occupational health strategy to support industry best practice.
- Promote and encourage mutual respect for people involved in our work activities and also in the communities in which we work.
- Facilitate the sharing of knowledge and lessons learned, both internally and externally.
- Reduce the risks involved in driving or cycling for work.

The company has appointed our HSE Manager to represent health and safety, who will ensure the provision of an effective organisation and arrangements for the implementation of this policy.

Every employee has an obligation to take reasonable care for their safety and for the safety of other people who may be affected by their acts or omissions. They are also obliged to co-operate with their employer in respect of matters concerning health and safety. The involvement and co-operation of employees at all levels is essential for the effective implementation of this policy and the company is committed to consultation with and participation of workers and where they exist, workers' representatives.

The company will, each year, establish objectives and monitor performance against them. We will also publish data on our safety performance, with the intent of achieving year-on-year improvement. This policy will be periodically reviewed by the directors. Action will be taken to ensure its continuing relevance, effectiveness and adequacy.



Graham Steele, Director & Chairman of the Board
G J Steele Plant Hire Limited | 31st March 2021